

**2009 IAFF NEGOTIATIONS**  
**CITY'S INITIAL LIST OF NEGOTIATION ISSUES (REVISED)**

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***Pursuant to MOA Article 1.2, the City wishes to raise the following issues to the extent that they are mandatory subjects of bargaining:***

1. Groundrules
2. Term of contract
3. Wages
4. Terrorism/anti-terrorism pay
5. Paramedic program, including premium pay
6. Support paramedic program and support paramedic premium pay
7. Emergency Medical Technician certifications/pay
8. Holiday-in-lieu pay
9. Health Insurance cost sharing
10. Health Insurance plan design
11. Tuition Assistance and Educational Incentive Plan
12. Uniform Allowance
13. Associate Degree in Fire Science (incorporate side letter into MOA)
14. Calculation and eligibility for overtime
15. Time card reporting
16. Consecutive days off
17. Overtime will not apply to FLSA exempt employees
18. Commencement of negotiations
19. Immediate Arbitration
20. Consolidated Arbitration
21. Sick Leave payout for current employees
22. Sick Leave payout for new hires
23. Charging staff services to Police and Fire Retirement Fund
24. Pension formula for new hires
25. Final Average Salary for new hires
26. Cost of Living Adjustment (COLA) for new hires

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27. Workers' Compensation Offset
28. Supplemental Retiree Benefit Reserve (SRBR)
29. Pension prior service costs/unfunded liability
30. Pre-funding retiree healthcare
31. Retiree healthcare benefits for new hires
32. Salary step structure and movement within pay range
33. Entry level pay for certain classifications
34. Civilianization of functions
35. City-paid union release time
36. Probationary periods
37. Catastrophic Illness Time Donation Program
38. Employee Assistance Program training
39. Employee Assistance Program mandatory referral
40. Selection of Vacation Leave slots
41. Minimum education requirements for certain classifications
42. Community Response Readiness
43. Class B Driver License requirements
44. Modified Duty Program
45. Bilingual pay provision
46. Medical examinations
47. Airport Aircraft and Fire Fighting policy
48. Release time for blood donations
49. Consecutive Hours Worked
50. Length of Station Assignments
51. Employee Rights
52. Management Rights
53. Work Shifts

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- 54. Disciplinary Grievances
- 55. Accommodation for Displaced Firefighters Due to Paramedic Program
- 56. Working in a Higher Classification
- 57. Survivorship Benefit for new hires
- 58. Copies of Agreement for Distribution
- 59. Paychecks
- 60. Pension prior service costs/unfunded liability for new hires
- 61. Health in-lieu
- 62. Minimum Staffing
- 63. Safety Provision
- 64. Vacation Relief Personnel
- 65. Compensatory Time
- 66. Shift Trades
- 67. Contract Clean-up